

HRM Case Study 1

Harsha and Franklin both of them are postgraduates in management under different streams from the same B-School. Both of them are close to each other from the college days itself and the same friendship is continuing in the organization too as they are placed in the same company, Hy-tech technology solutions. Harsha placed in the HR department as employee counsellor and Franklin in the finance department as a key finance executive. As per the grade is concerned both are at the same level but when responsibility is concerned Franklin is holding more responsibility being in core finance.

By nature, Harsha is friendly in nature and ready to help the needy. Franklin is silent in nature ready to help if approached personally and always a bit egoistic in nature. They have successfully completed 4 years in the organization. And management is very much satisfied with both of them as they are equally talented and constant performers.

Harsha felt that now a day's Franklin is not like as he used to be in the past. She noticed some behavioural changes with him. During general conversations, she feels that Franklin is taunting her that she is famous among the employees in the organization, on the other hand, he is not even recognized by fellow employees.

One morning Mr. Mehta General Manager Hy-tech technology solutions shocked while going through the mail received from Franklin about his resignation. Mr. Mehta called Harsha immediately and discussed the same as she is close to Franklin. By hearing the news Harsha got stunned and said that she does not know this before she also revealed her current experience with him. Mr. Mehta who does not want to lose both of them promised her that he will handle this and he won't allow Franklin to resign.

In the afternoon Mr. Mehta took Franklin to Canteen to make him comfortable after some general discussion he starts on the issue. Franklin, after some hesitation, opened his thinking in front of Mr. Mehta. The problem of Franklin is

- 1) when he comes alone to canteen the people from others don't even recognize him but if he accompanied by Harsha he gets well treated by others.
- 2) one day Both of them entered the company together the security in the gate wished them but the next day when he came alone the same security did not do so.
- 3) Even in meetings held in the office, the points raised by Harsha will get more value so many times he keeps silent in the meeting.

It happens to Franklin that he has to face such degradation in each day of work which totally disturbs him. Franklin also questioned that " Harsha and myself have the same qualification, from the same institute, passed out in the same year both with first class. We have the same number of experiences in this organization. Moreover, the responsibilities with me are more

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Gr. Capt. H Kaushal



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Solutions to Case Studies for Graduate Students Kofi Aninakwa, 2019-03-21 Graduate students college libraries and organizations or management teams will benefit tremendously when they acquire and use the solutions to the case studies in this book. Case studies are the well established and proven techniques that guide students or management teams to adopt prudent concepts theoretically in real world situations. These studies can help to address an organization's dilemma depending upon the expectations of the stakeholders and the investors. In this edition, this book gives readers access to exemplary solutions to case studies drawn from a wide variety of cases in both academic and applied fields. By studying these examples, students can actively develop their skills in problem solving using analytical tools to make decisions in complex situations. The reader can cope with ambiguities and learn how to apply optimal solutions in similar situations. It is a must read for anyone intending to tackle managerial case studies. Case Study Solutions - Human Resource Development Gr. Capt. H Kaushal, 2010-02 The book provides conceptual inputs and offers several case studies covering the entire gamut of the study of Human Resource Development (HRD) catering to the requirement of managers and students of business schools. A serious attempt has been made to cover *Exploring the Wonderland of Indian Work Force- 38 Case Studies in HR & OB with Questions and Suggested Answers* Asim Bandyopadhyay, 2018-07-02 This book is a compilation of case studies in the area of Human Resources Management and Organizational Behavior (HR OB) conforming to the standards of this common subject for the course of Master of Business Administration (MBA) prescribed by the statutory bodies like All India Council of Technical Education and University Grants Commission. The book consists of thirty-eight case studies covering almost the entire gamut of the subject. The cases use characters with names typically Indian. The narration of the cases reflects Indian culture, value systems, and ethos. All the cases are accompanied by a set of about half a dozen questions with the corresponding answers suggested for the guidance of the teacher and student alike. The cases are so designed as to explore the relationship of HR OB with all the other areas of management including strategic management. **Human Resource Management** Michael Müller-Camen, Richard Croucher, Susan Rosemary Leigh, 2008-01-31 Human Resource Management: A Case Study Approach is ideal for all HR students with limited real life experience of HR in the workplace. Covering all the essential HR topics including recruitment, reward, performance management, employment relations, health and safety, and equality and diversity, this book expertly uses case studies of these activities and issues in the real world to truly show HR in practice. Closely structured around the changing role of the HR function, Human Resource Management: A Case Study Approach provides expert guidance on HR processes and practices in the modern workplace while also looking forward to the role of HR professionals in the future. Packed with case studies, international examples, and global research, this is an essential resource for all students of HR from the beginning of their studies right through to graduation and into the workplace. Online resources include powerpoint slides and lecture notes for tutors and additional case studies and multiple choice questions for

students *Toward Corporate IT Standardization Management: Frameworks and Solutions* van Wessel, Robert, 2010-02-28

Given the limitations and uncertainties in the field of IT standardization and standards this book focuses on the effects of IT standardization and IT standards on a company Provided by publisher **HRM Perspective** ,1984 *Human Resource Management* Lloyd L. Byars, Leslie W. Rue, 2006 Presents both the theoretical and practical aspects of HRM The practical aspects of HRM are presented through pedagogically effective examples woven throughout the text and in the end of chapter materials This edition reflects changes in the business world and the HRM function within organizations **Proceedings ... Annual Southern Industrial Relations and Human Resource Conference** ,1993 Fundamentals of Human Resource Management David A. DeCenzo, Stephen P. Robbins, 2007 Written in a clear lively concise and conversational style this book addresses the most critical issues in human resource management HRM The authors achieves a delicate balance between basic HRM functions and the new world of HRM Their new ninth edition focuses on a broad based market helping you build a strong foundation in the essential elements of HRM Relevant HR topics that are making news today are also covered such as work benefits drug testing minimum wages stock options and more Instructors Use this book with WileyPLUS an integrated suite of teaching and learning resources to help your students reach their full potential You and your students will get an online version of this textbook homework management tools interactive presentation resources and more Visit www.wiley.com/college/wileyplus or contact your Wiley representative for more information HR to the Rescue Edward M. Mone, 1998 This book tells you in complete detail exactly how the fourteen practitioners helped their companies achieve their strategic business objectives You will see how they diagnosed the situations determined what HR could contribute designed new programs and processes to drive and sustain behavior change and worked with organization leaders to ensure the success of their change management efforts **International communication in Russia. A case study** Christine Scheller, 2015-10-28 Seminar paper from the year 2008 in the subject Business economics Miscellaneous grade 3.0 FHM University of Applied Sciences course Cross Culture Management language English abstract At first in the introduction there is a description of international communication and why it is important in daily international business In order to understand the theoretic background communication framework and as well cultural framework are signed within different examples Regarding to the cultural dimensions different studies which were made are included In the practical part a special critical interaction shows the risks and problems with intercultural communication in an economic company in Russia Regarding to that recruiting strategies and developing skills belong to it as remarkable contents Than a solution or advancements have being given for a preparation to improve intercultural communication Finally a conclusion with a short summary was also being added **Internationalisation & HRM Practices of Emerging Economies' Multinational Corporations Across Subsidiaries** Junaid Javaid, 2014-09-23 Project Report from the year 2013 in the subject Business economics Business Management Corporate Governance grade B University of Bedfordshire course MASTER OF BUSINESS ADMINISTRATION

language English abstract The current era is very often termed as New Geography of Investments It has also been examined that Developing and Industrialised Economies are listed first in the categories of top five economies from where MNCs come UNCTAD 2004 has classified developed economies into two two groups Newer Industrialised Singapore Taiwan and South Korea which are successful in establishing good track record and sometime also known as outward investors and the second group is of Rapidly Developing Economies China and India The core objective of this report is to discover how MNCs are forming their HRM strategies within the emerging economies and how much they are successful in aligning their HRM practices with their main business strategies and also with operational activities This report will be useful in the identification and the analysis of travel of ideas between MNCs residing in East and West in relation to their purpose and opportunity in accordance to the Human Resource HR practices and policies cross national transfer The case study on Alpha Services provide some interesting insight about the way in which emerging economies MNC strategizing and managing their operations in different regions It has been understood that Indian MNCs are facing many problems in reorganizing their internationalization strategies Correspondingly the company's corporate coordination and control mechanism are highly influenced by multiple issues that the company is facing as MNC from the emerging economy The approach of Alpha Services in regard to the adoption of performance indicators from its major US based business solution company and then to make those indicators as an integral part of company's PMS Performance Management System seems to be a clear indication of adaptive approach implication specifically for the purpose of management of its subsidiaries located in developed markets Similarly the management of Alpha Services does not reflect ethnocentric or exportive approach in managing its subsidiaries in developing markets It has been shown the unlike markets of US and UK the company's managers remain unfamiliar with the Chinese business cultural environment and left this responsibility to the local managers with broad corporate oversight in supervising the company's operation in China In 21st Century Knowledge Economy it has been seemed that industries like creative services are dominating the economic paradigm where the til

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Russell D. Lansbury,1991 *Case Studies in Work, Employment and Human Resource Management* Tony Dundon,Adrian Wilkinson,2020-02-28 This comprehensive book offers a fascinating set of over 40 evidence based case studies derived from international research on work employment and human resource management HRM

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Managing People in Organisations B R Virmani, 2000-07 The challenges of globalisation change and competition require a fresh understanding of the role of human resource management HRM There is now a perceptible shift from the traditional legal and welfare approach towards people management to a more strategic view of the human resource function as a developmental tool for the business organisation as a whole In this insightful book Prof B R Virmani critically analyses current HRM issues and existing HRM models and practices with a view to encouraging enterprises to usher in innovation flexibility competitiveness and professionalism Based on recent primary research and supported by several case illustrations and examples this book discusses a large number of fundamental issues related to HRM and the employer employee relationship in a strategic framework

International Dimensions of Human Resource Management Peter Dowling, Randall S. Schuler, Denise E. Welch, 1994 Provides guidance on the management of human resources in a multinational enterprise

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